

**MICHIGAN DEPARTMENT OF CIVIL SERVICE  
JOB SPECIFICATION**

**PLANT INDUSTRY FIELD SCIENTIST**

**JOB DESCRIPTION**

Employees in this job complete and oversee a variety of professional assignments to protect the public and the environment through enforcement of laws and regulations pertaining to the misuse, mislabeling, adulteration or improper storage of pesticides, feeds, grains, remedies and fertilizers, and the preservation and enhancement of the quality of Michigan agricultural products through preventing the introduction and dissemination of plant and bee pests.

There are four classifications in this job.

**Position Code Title – Plant Industry Field Scientist-E**

Plant Industry Field Scientist 9

This is the entry level. As a trainee, the employee carries out a range of professional plant industry scientist assignments while learning the methods of the work.

Plant Industry Field Scientist 10

This is the intermediate level. The employee performs an expanding range of professional plant industry scientist assignments in a developing capacity.

Plant Industry Field Scientist P11

This is the experienced level. The employee performs a full range of professional plant industry scientist assignments in a full functioning capacity. Considerable independent judgement is used to make decisions in carrying out assignments that have significant impact on services or programs. Guidelines may be available, but require adaptation or interpretation to determine appropriate courses of action.

**Position Code Title – Plant Industry Field Scientist-A**

Plant Industry Field Scientist 12

This is the advanced level. The employee may function as a lead worker or senior worker. At this level, employees are responsible for overseeing the work assignments of other professionals or have regular assignments, which have been recognized by Civil Service as having significantly greater complexity than those assigned at the experienced level in the series.

**NOTE:** Employees generally progress through this series to the experienced-level based on satisfactory performance and possession of the required experience.

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### **JOB DUTIES**

**NOTE:** The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

Contacts plant growers, plant dealers, pest control operators and the public regarding enforcement of plant pest laws and the Michigan Pesticide Control Act and regulations.

Inspects nursery stock, native trees, bulbs, and other plant materials for important plant pests; identifies the host plants and pests at nurseries, storages, retail outlets and other locations.

Determines that pesticides are applied by private and commercial applicators as recommended, and in accordance with label precautions.

Collects and samples agricultural products, such as seeds, animal feeds and fertilizers, and enforces agricultural product laws and regulations.

Determines vigor of nursery stock offered for sale and makes recommendations regarding the disposition of infested or diseased plant life.

Conducts investigations, secures warrants as necessary and directs violators of department laws through judicial proceedings.

Maintains plant pest quarantines.

Tests pesticide applicators and technicians for licensure.

Assesses and collects license and inspection fees.

Maintains records and prepares reports and correspondence related to the work.

May perform related essential functions appropriate to the class and other non-essential functions as required.

### **Additional Job Duties**

#### **Plant Industry Field Scientist 12 (Lead Worker)**

Oversees the work of professional staff by making and reviewing work assignments, establishing priorities, coordinating activities, and resolving related work problems.

#### **Plant Industry Field Scientist 12 (Senior Worker)**

Performs on a regular basis professional plant industry scientist assignments, which are recognized by Civil Service as more complex than those assigned at the experienced level.

**JOB QUALIFICATIONS**

**Knowledge, Skills, and Abilities**

**NOTE:** Some knowledge in the area listed is required at the entry level, developing knowledge is necessary at the intermediate level, considerable knowledge is required at the experienced level, and thorough knowledge is required at the advanced level.

Knowledge of plant identification and the general principles of plant disease and control.

Knowledge of the host plants of diseases and the susceptibility range.

Knowledge of the life cycles and methods of control for the more important insect enemies of trees and plants.

Knowledge of the pesticide laws, the principles of pesticide application and the precautions to be exercised in pesticide use.

Knowledge of the potential for adverse environmental impacts from the use of pesticides, including groundwater, food safety and human health.

Knowledge of the fundamental principles of nursery operations, including the propagation, storage and transportation of plants.

Knowledge of plant inspection methods.

Knowledge of the principles and practices of governmental regulation as it relates to the plant industry.

Knowledge of investigation protocols and techniques relative to pesticide use and plant industry investigations.

Ability to identify plant pests and diseases.

Ability to determine the condition of neglected or abandoned orchards and vineyards and to recommend methods for their recovery.

Ability to apply knowledge of plant industry program techniques to specific activities and situations.

Ability to apply license and inspection fees and schedules.

Ability to determine when violations of state and federal rules, regulations, quarantines and laws of the plant industry exist.

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Ability to obtain information for the issuance of warrants.

Ability to conduct plant surveys.

Ability to maintain records, and prepare reports and correspondence related to the work.

Ability to communicate effectively with others.

Ability to maintain favorable public relations.

### **Additional Knowledge, Skills, and Abilities**

Plant Industry Field Scientist 12 (Lead Worker)

Ability to organize and coordinate the work of others.

Ability to set priorities and assign work to other professionals.

### **Working Conditions**

Some jobs require an employee to work outdoors as well as in an office or a laboratory.

Some jobs require an employee to work in an environment that involves exposure to unpleasant and noxious fumes and odors.

### **Physical Requirements**

None.

### **Education**

Possession of a bachelor's degree in horticulture, botany, forestry, plant pathology, entomology or a related field.

### **Experience**

Plant Industry Field Scientist 9

No specific amount or type is required.

Plant Industry Field Scientist 10

One year of professional experience in enforcing laws and regulations pertaining to pesticides and their use in the control of insects, pests and plant diseases in agricultural commodities and horticultural stock, equivalent to a Plant Industry Field Scientist in state service.

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### **Plant Industry Field Scientist P11**

Two years of professional experience in enforcing laws and regulations pertaining to pesticides and their use in the control of insects, pests and plant diseases in agricultural commodities and horticultural stock, equivalent to a Plant Industry Field Scientist in state service, including one year equivalent to an intermediate level Plant Industry Field Scientist.

### **Plant Industry Field Scientist 12**

Three years of professional experience in enforcing laws and regulations pertaining to pesticides and their use in the control of insects, pests and plant diseases in agricultural commodities and horticultural stock, including one year of experience equivalent to a Plant Industry Field Scientist P11.

### **Special Requirements, Licenses, and Certifications**

None.

**NOTE:** Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

## **JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION**

<b><u>Job Code</u></b>	<b><u>Job Code Description</u></b>
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<b><u>Position Title</u></b>	<b><u>Position Code</u></b>	<b><u>Pay Schedule</u></b>
Plant Industry Field Scientist-E	PLINSCIE	H21-001
Plant Industry Field Scientist-A	PLINSCIA	H21-009

ECP Group 2  
8/20/2000  
JMR/VLWT